U.S. DEPARTMENT OF COMMERCE National Oceanic and Atmospheric Adi NOAA FORM 56-6A (Rev.01-05)	NOAA COMMISSIONED CORPS OFFICER EVALUATION REPORT (OER)							Valida	Validation:				
1. ADMINISTRATIVE DATA (YYYY/MM/DD)													
a. Last Name, First Name, Middle Initi	al					b. SSN c. C				GRADE	d. DATE O		
e. UNIT (Name and Location)						f. OPFAC g. DAYS NOT OBS			NOT OBSE				TED
. PERIOD OF REPORT j. OCCASION FOR REPORT (Circle only one)									TION REP				
(YYYY/MM/DD)	1. Annual/Semiannual 2. Detachment/Change of Reporting Officer 3. Detachment of Officer 4. Promotion 1. Special 2. Concurren												
2. DESCRIPTION OF DUTIES:							<u> </u>						
ATTACHMENTS:													
3. PERFORMANCE OF DUTIES: Me	easur	es an office	er's ability to manage and t	o get	things done.								
a. PLANNING AND		Got caun	ht by the unexpected;	-	Consistently	prepared. Set hig	gh T	T	Exception	al preparati	on. Always		
PREPAREDNESS: Ability to anticipate, determine goals, identify relevant information, set priorities and deadlines, and develop strategies.	appeared to be controlled by events. Set vague or unrealistic goals. Used unreasonable criteria to set priorities and deadlines. Rarely had plan of action. Failed to focus on relevant information.				but realistic of criteria to se deadlines. Uprocesses to Identified ke	goals. Used soun t priorities and sed quality tools	. Used sound rities and quality tools and elelop action plans. strat Assettake-holders look problem.			ooked beyond immediate events or roblems. Skillfully balanced ompeting demands. Developed trategies with contingency plans. ssessed all aspects of problems, icluding underlying issues and npact.			NO
	1		2	3				5		6		7	NO
b. USING RESOURCES: Ability to manage time, materials, information money, and people (i.e. all NOAA components as well as external publics).		activities critical de people pr follow up. informatic ineffective subordina	ated on unproductive or often overlooked smands. Failed to use roductively. Did not Mismanaged on, money or time. Used e tools or left ates without means to sh tasks. Employed methods.		activities with Delegated, of followed up. budgeted ov time product subordinates materials, tir	nanaged a variety havailable resour empowered, and Skilled time manari and subordinatively. Ensured shad adequate to the and direction. Ought ways to cur	ources. anager, nates' effective de and follow- to systema on. Cost resources critical of c Optimized and follow- to systema eliminate v			to bear on competing of productivit elegation, of -up control. atically reduvaste, and	skilled at bringing scarce o bear on the most ompeting demands. productivity through elegation, empowerment, up control. Found ways tically reduce cost, aste, and improve		
	1		2	3		4		5		6		7	NO
c. RESULTS/EFFECTIVENESS: Quality, quantity, timeliness and impact of work.	1	difficulty. Results often late or of poor quality. Work had a negative impact on department or unit. Maintained the status quo despite opportunities to improve.				antity, and lity of own a tes' work suns. Results positive im tablished c f continuou	s' work surpassed s. Results had a oositive impact on unit or ablished clearly effective continuous nt.		NO				
d. ADAPTABILITY:		Unable to	gauge effectiveness of		Receptive to	change, new			Rapidly as	sessed and	d adjusted to		
Ability to modify work methods and priorities in response to new information, changing conditions, or unexpected obstacles.		work or make adjustments when needed. Overlooked or screened out new information. Overreacted or responded slowly to change in direction or environment. Ineffective in ambiguous, complex, or pressured situations.		Effectively u improve perf Monitored procourse as re dealt with pr	and technology. sed benchmarks formance and ser rogress and chan- quired. Effectively essure and amble mooth transitions.	vice. ged / guity.		information skilled at un measurem Champion improvement extremely Turned pro	using and re nent indicate ed organiza ents. Effect complex si	nology. Very esponding to ors. ational ively dealt with tuations. ambiguity into			
	1		2	3		4		5		6		7	NO
e. PROFESSIONAL COMPETENCE: Ability to acquire, apply and share technical and administrative knowledge and skills associated with description of duties. (Includes operational aspects such as marine safety, seamanship, airmanship, etc., as appropriate.)		credibility specialty lacking in effort to g Used kno against o than ackr Effectiver limited kn	able competence and . Operational or expertise inadequate or key areas. Made little grow professionally. whedge as power thers or bluffed rather nowledging ignorance. ness reduced due to nowledge of own ional role and customer		on specialty Acquired an operational of for assigned professional education, tr professional knowledge a others clearl Understood	and credible author or operational issed applied exceller or specialty experduties. Showed growth through aining and reading. Shared and information will y and simply. Own organization tomer needs.	tues. tise		actions sh depth of ki grasp of co and situati profession expectatio knowledge increased Insightful k	nowledge. I omplex issuences. Rapid all growth buss. Vigorou e, directly re workplace knowledge	t breadth and Remarkable ues, concepts, ly developed beyond usly conveyed		
	1		2	3		4		5		6		7	NO

PERFORMANCE COMMENT	0/1	(01-05)		/				
	S:							
4. COMMUNICATION SKILLS	3: Me	easures an officer's ability to communicate	e in a	a positive, clear, and convincing manner.				
a. SPEAKING AND		Unable to effectively articulate ideas		Effectively expressed ideas and facts		Clearly articulated and promoted		
LISTENING:		and facts; lacked preparation,		in individual and group situations; non-		ideas before a wide range of		
Ability to speak effectively		confidence, or logic. Used inappropriate language or rambled.		verbal actions consistent with spoken message. Communicated to people at		audiences; accomplished speaker in both formal and extemporaneous		
and listen to understand.		Nervous or distracting mannerisms		all levels to ensure understanding.		situations. Adept at presenting		
		detracted from message. Failed to		Listened carefully for intended		complex or sensitive issues. Active		
		listen carefully or was too argumentative.		message as well as spoken words.		listener; remarkable ability to listen with open mind and identify key		
		argumentative.				issues.		
		_			_	_	_	
	1	2	3	4	5	6	7	NO
b. WRITING:	H	Written material frequently unclear,		Written material clear, concise, and		Clearly and persuasively expressed		
		verbose, or poorly organized. Seldom		logically organized. Proofread		complex or controversial material,		
Ability to express facts and		proofread. Often submitted		conscientiously. Correspondence		directly contributing to stated		
ideas clearly and convincingly.		correspondence which was grammatically incorrect, tailored to		grammatically correct, tailored to audience, and delivered by an		objectives. Written or published material brought credit to the NOAA.		
cenvinonigry.		wrong audience, or delivered by an		appropriate medium. Subordinates		Actively educated subordinates in		
		inappropriate medium.		'material reflected same high		effective writing.		
	1	2	3	standards. 4	5	6	7	NO
	'	2	ľ	7	٦	Ŭ	'	110
COMMENTS:								
	asure	es an officer's ability to support, develop,	direc	ct, and influence others in performing work				
a. LOOKING OUT FOR	asure	Seldom recognized or responded to	direc	Cared for people. Recognized and		Always accessible. Enhanced overall		
	asure	Seldom recognized or responded to needs of people; left outside	direc	Cared for people. Recognized and responded to their needs; referred to	-	quality of life. Actively contributed to		
a. LOOKING OUT FOR OTHERS:	asure	Seldom recognized or responded to needs of people; left outside resources untapped despite apparent	direc	Cared for people. Recognized and responded to their needs; referred to outside resources as appropriate.	-	quality of life. Actively contributed to achieving balance among unit		
a. LOOKING OUT FOR OTHERS: Ability to consider and respond to others personal	asure	Seldom recognized or responded to needs of people; left outside resources untapped despite apparent need. Ignorance of individuals' capabilities increased chance of	direc	Cared for people. Recognized and responded to their needs; referred to outside resources as appropriate. Considered individuals 'capabilities to maximize opportunities for success.		quality of life. Actively contributed to achieving balance among unit requirements, professional and personal responsibilities. Strong		
a. LOOKING OUT FOR OTHERS: Ability to consider and respond to others personal needs, capabilities, and	asuro	Seldom recognized or responded to needs of people; left outside resources untapped despite apparent need. Ignorance of individuals' capabilities increased chance of failure. Seldom recognized or	direc	Cared for people. Recognized and responded to their needs; referred to outside resources as appropriate. Considered individuals 'capabilities to maximize opportunities for success. Consistently recognized and rewarded		quality of life. Actively contributed to achieving balance among unit requirements, professional and personal responsibilities. Strong advocate for subordinates; ensured		
a. LOOKING OUT FOR OTHERS: Ability to consider and respond to others personal needs, capabilities, and achievements; support for	asur	Seldom recognized or responded to needs of people; left outside resources untapped despite apparent need. Ignorance of individuals' capabilities increased chance of	dire	Cared for people. Recognized and responded to their needs; referred to outside resources as appropriate. Considered individuals 'capabilities to maximize opportunities for success.		quality of life. Actively contributed to achieving balance among unit requirements, professional and personal responsibilities. Strong advocate for subordinates; ensured appropriate and timely recognition,		
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a. LOOKING OUT FOR OTHERS: Ability to consider and respond to others personal needs, capabilities, and achievements; support for and application of work-life concepts and skills. b. DEVELOPING OTHERS: Ability to use coaching,		Seldom recognized or responded to needs of people; left outside resources untapped despite apparent need. Ignorance of individuals' capabilities increased chance of failure. Seldom recognized or rewarded deserving subordinates. 2 Unreasonably restricted opportunities for professional growth; kept others in narrow roles and discouraged the		Cared for people. Recognized and responded to their needs; referred to outside resources as appropriate. Considered individuals 'capabilities to maximize opportunities for success. Consistently recognized and rewarded deserving subordinates. 4 Supported and provided opportunities for professional growth. Encouraged others to expand their roles, handle		quality of life. Actively contributed to achieving balance among unit requirements, professional and personal responsibilities. Strong advocate for subordinates; ensured appropriate and timely recognition, both formal and informal. 6 Created challenging situations which optimized professional development and maximized opportunity for	7	NO
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Page 3 of NOAA Form 56-6A (0 c. DIRECTING OTHERS: Ability to influence or direct others in accomplishing tasks or missions.	11-05	Showed difficulty in directing or influencing others. Low or unclear work standards reduced productivity. Failed to hold subordinates accountable for shoddy work or irresponsible actions. Unwilling to delegate authority to increase efficiency of task accomplishment.		A leader who earned others' support and commitment. Set high work standards; clearly articulated job requirements, expectations and measurement criteria; held subordinates accountable. When appropriate, delegated authority to those directly responsible for the task.		An inspirational leader who motivated others to achieve results not normally attainable. Won people over rather than imposing will. Clearly articulated vision; empowered subordinates to set goals and objectives to accomplish tasks. Modified leadership styles to best meet challenging situations.		
	1	2	3	4	5	6	7	NO
d. TEAMWORK: Ability to manage, lead and participate in teams, encourage cooperation, and develop esprit de corps.		Used teams ineffectively or at wrong times. Conflicts mismanaged or often left unresolved, resulting in decreased team effectiveness. Excluded team members from vital information. Stifled group discussions or did not contribute productively. Inhibited cross functional cooperation to the detriment of unit or service goals.		Skillfully used teams to increase unit effectiveness, quality, and service. Resolved or managed group conflict, enhanced cooperation, and involved team members indecision process. Valued team participant. Effectively negotiated work across functional boundaries to enhance support of broader mutual goals.		Insightful use of teams raised unit productivity beyond expectations. Inspired high level of esprit de corps, even in difficult situations. Major contributor to team effort. Established relationships and networks across abroad range of people and groups, raising accomplishments of mutual goals to a remarkable level.		
	1	2	3	4	5	6	7	NO
e. WORK PLACE CLIMATE: Ability to value individual differences and promote an environment of involvement, innovation, open communication and respect.		Intolerant of individual differences, exhibited discriminatory tendencies toward others. Tolerated or contributed to an uncomfortable or degrading environment. Failed to take responsibility for own words and actions and their impact on others. Failed to support or enforce NOAA human resources policies.		Sensitive to individual differences. Encouraged open communication and respect. Promoted an environment which values fairness, dignity, creativity, and diverse perspectives. Took responsibility for own words and actions and their impact on others. Fully supported and enforced NOAA human resources policies.		Excelled at creating an environment of fairness, candor, and respect among individuals of diverse backgrounds and positions. Optimized use of different perspectives and opinions. Quickly took action against behavior inconsistent with NOAA human resources policies, or which detracted from mission accomplishment.		
	1	2	3	4	5	6	7	NO
f. EVALUATIONS: The extent to which an officer, as Reported-on Officer and rater, conducted or required others to conduct accurate, timely evaluations for enlisted, civilian and officer personnel.		Reports were frequently late. Narratives inaccurate or of poor quality. Failed to uphold service performance standards by assigning accurate marks. Reports required revision or intervention by others. Failed to meet own OES responsibilities as Reported-on Officer.		Reports consistently submitted on time. Narratives were fair, concise, and contained specific observations of action and impact. Assigned marks against standards. Few reports, if any, returned for revision. Met own OES responsibilities as Reported-on Officer.		No reports submitted late. Narratives were insightful, of the highest quality, and always supported assigned marks. Subordinates' material reflected same high standards. No report returned for revision. Returned reports to subordinates when appropriate.		
personner.	1	2	3	4	5	6	7	NO
COMMENTS:								

d. TITLE OF POSITION

6. SUPERVISOR AUTHENTICATION

b. GRADE

c. SSN

a. NAME AND SIGNATURE

(YYYY/MM/DD)

e. DATE

Page 4 of NOAA Form 56-6A (01-05) 7. REPORTING OFFICER COMMENTS: Provide additional information to supplement or amplify the Supervisor's evaluation.										
B. PERSONAL AND PROFE B. INITIATIVE:	ESS	IONAL QUALITIES: Measures selected Postponed needed action.	qualiti	ies which illustrate the individual's character Championed improvement through	ter.	Aggressively sought out additional		1		
Ability to originate and act on new Ideas, pursue opportunities to learn and develop, and seek responsibility without guidance and supervision.		Implemented or supported improvements only when directed to do so. Showed little interest in career development. Feasible improvements in methods, services, or products went unexplored		new ideas, methods, and practices; self-starter. Anticipated problems and took prompt action to avoid or resolve them. Sought opportunities for own career development. Pursued productivity gains and enhanced mission performance by applying new ideas and methods.		responsibility. A self-learner. Made worthwhile ideas and practices work when others might have given up. Extremely innovative. Optimized use of new ideas and methods to improve work processes, decision-making, and service delivery				
	1	2	3	4	5	6	7	NO		
b. JUDGMENT: Ability to make sound decisions and provide valid recommendations by using facts, experience, common sense, and analytical thought	1	Decisions often displayed poor analysis. Failed to make necessary decisions, or jumped to conclusions without considering facts, alternatives, and impact. Did not effectively weigh risk, cost, and time considerations.	3	Demonstrated analytical thought and common sense in making decisions. Used facts, data, and experience, and considered the impact of alternatives. Weighed risk, cost and time considerations. Made sound decisions promptly with the best available information.	5	Combined keen analytical thought and insight to make appropriate decisions. Focused on the key issues and the most relevant information, even in complex situations. Did the right thing at the right time. Actions indicated awareness of impact and implications of decisions on others.	7	NO		
c. RESPONSIBILITY: Ability to act ethically, courageously, and dependably and inspire the same in others; accountability for own and subordinates' actions		Actions demonstrated questionable ethics or lack of commitment. Tolerated indifference or failed to hold subordinates accountable. Allowed organization to absorb personnel problems rather than confronting them as required. Tended not to speak up or get involved. Provided minimal support for decisions counter to own ideas.		Held self and subordinates personally and professionally accountable. Spoke up when necessary, even when expressing unpopular positions. Supported organizational policies and decisions which may have been counter to own ideas. Committed to the successful achievement of organizational goals.		Integrity and ethics beyond reproach. Always held self and subordinates to highest standards of personal and professional accountability. Did the right thing even when it was difficult. Succeeded in making even unpopular policies or decisions work. Actions demonstrated unwavering commitment to achievement of organizational goals.				
	1	2	3	4	5	6	7	NO		
d. PROFESSIONAL PRESENCE; Ability to bring credit to the NOAA through one's actions, competence, demeanor, and appearance.		Unaware of general NOAA objectives; uncooperative or biased in interactions. Lost composure in difficult situations. Conveyed poor image of self and NOAA. Ignorant of or sloppy with common military courtesies. Uniform appearance and grooming below standard.		Knowledgeable in how NOAA objectives serve the public; cooperative and fair in all interactions. Composed in difficult situations. Conveyed positive image of self and NOAA. Well versed in military etiquette; precise in rendering and upholding military courtesies. Great care in uniform appearance and grooming.		Always self-assured, projected ideal NOAA image. Poised in response to others' provocative actions. Contributed leadership role in civilian/military community. Exemplified finest traditions of military customs and protocol. Meticulous uniform appearance and grooming; inspired similar standards in others.				
	1	2	3	4	5	6	7	NO		
e. HEALTH AND WELL BEING: Ability to invest in NOAA's future by caring for the physical health and emotional well-being of self and others.		Failed to meet minimum standards of weight control or sobriety. Tolerated or condoned others' alcohol abuse. Seldom considered subordinates' health and well-being. Unwilling or unable to recognize and manage stress despite apparent need.		Maintained weight standards. Committed to health and well-being of self and subordinates. Enhanced personal performance through activities supporting physical and emotional well-being. Recognized and managed stress effectively.		Remarkable Vitality, enthusiasm, alertness and energy. Consistently contributed at high levels. Optimized personal performance through involvement in activities which supported physical and emotional well-being. Monitored and helped others deal with stress, enhance health and well being.				
COMMENTO	1	2	3	4	5	6	7	NO		
COMMENTS:	•		3	-	3	O O	,	110		

Page 5 of NOAA Form 50	6-6A (01-05)	ADES O1 4	o O2). Comp	ara this office	r with othe	era of the came a	rada wham you	hava kn	own in vour o	oroor		
Unsatisfacto			lified officer			petent profession			exceptional		inguished officer	
					majority of this grade.			,	officer			
1			2	2 3		4	5	5			7	
9.B. COMPARISON SO	CALE (FOR GR	ADES O3 t	to O5): Comp	are this office	r with othe	ers of the same g	grade whom you	have kno	own in your c	areer.		
Performance	Marginal perfe			performer;		performer; give	Excellent perfo		Stro		Best officer	
unsatisfactory for grade or billet.	pote	ntial.		nmended for creased		n, challenging signments.	give toughest challenging lead		recomme accelerated		of this grade	
3				oonsibility.		3	assignmen					
1	1 2			3		4	5	5		5	7	
9.C. RATING SCALE.	Considering th	ne perform	ance informat	tion in this ren	ort. I rate	this Captain:						
Performance rarely	Performance	satisfactor	v. A stea	dy, reliable		, solid captain.	Has flag pote	ntial.	Recommen	ded for flag	Recommended	
up to par for a	but limited in	assignmen	nt perform	er. Capable	Skilled i	n management	Should be g		selection a		for flag selection	
captain. Not suitable for most captain	pote	ntial		ling a variety captain		leadership. cted for views	challengin assignments		boa	ard.	at next board.	
billets				ignments		ity to contribute	consideration					
					to NOA	A and its work.	peers.					
1	2	2		3		4	5		6	5	7	
10. POTENTIAL: desc	I cribe ability to as	sume great	ter leadership	roles and respo	nsibilities (e.g., command, s	l special assignmen	t, promot	I tion, and speci	ial skills).		
	•	J		•		•	•	•	•	•		
11. REPORTING OFF	ICED ALITHENT	FICATION								· ·	/YYY/MM/DD)	
		TICATION		0011						•	<u> </u>	
a. NAME AND SIGNAT	URE		b. GRADE	c. SSN		d. TITLE OF PO	DSITION			е	e. DATE	
12. REVIEWER AUTH	HENTICATION								(YYYY/MM/D	DD)	
a. REVIEWER Comme	ents											
h NAME AND CLONAT	TIDE	Т	c CDADE	4 66VI		0 TITLE 0F D0	OSITION			1 1	DATE	
b. NAME AND SIGNAT	UKE		c. GRADE	d. SSN		e. TITLE OF PO	JOHLION			f.	. DATE	

Page 6 of NC	DAA Form 56-6A (01-05)	INCTDIA	CTIONS						
		INSTRU	CHONS						
informatio	E: The Officer Evaluation Report of the Control of	selection, and assignment	GUIDING INSTRUCTION: NOAA Corps Directives contain all official guidance on OES requirements.						
standards	of expected performance; (2)	clude: (1) prescribing common reinforcing NOAA values; and (3) edback for the Reported-on Officer.	RESPONSIBILITIES: All NOAA Corps officers and raters of NOAA Corps officers should be aware of their OES responsibilities as outlined in the NOAA Corps Personnel Manual.						
SUBMISS	SION SCHEDULE:		PREPARATION CHECKLIST (OP	TIONAL).					
Grade	MON CONEDUCE.	Active Duty	TREFAUCTION OFFECTION (OF	110147.2).					
Captain		Apr	Administrative Data and Descriptio	n of Duties (Sections 1 and 2):					
Command	der	Mar							
	t Commander	Apr		lates in YYYY/MM/DD format; enter					
Lieutenan		May	only one occasion for report	i.					
	t (Junior Grade)	Jan and Jul	Drimony duty underlined or o	panitalized (no other taxt anhancements					
Ensign Notes:		Mar and Sep		capitalized (no other text enhancements, capital letters, are allowed throughout the					
	period may be extended for up	to 92 days (semiannual) under	OER).	capital letters, are allowed throughout the					
	nditions. Consult PERSMAN f		OLIV).						
	ssigned to DUINS follow an a	nnual/semiannual schedule according	Attachments listed (only personal letter reports for senior service sch	sonal award citations, punitive letters, or lool allowed).					
			Performance Evaluation (Sections	3-5 and 7-8)					
TIMELINE			Marks assigned according to	standards which most closely describe					
21 days	before end of period:	to Supervisor a list of significant	Reported-on Officer's performance						
		period, supporting documents (as		and beneat					
		a required for OER Section 1, and a	Specific examples cited for each mark which deviated from "4". When						
	completed OER page 6.		applicable, comments on seamanship or airmanship ability are distinct.						
10 days	after the period:		Comparison or Rating Scale and Potential (Sections 8 and 9):						
	Supervisor sections of OER	due to Reporting Officer.	Section 8 mark assigned acc	cording to the instructive clause on the					
20 daya	ofter the period:		form.	column to the instructive clause on the					
30 days	after the period:	fficer sections due to Reviewer.	ioiiii.						
	Reviewer sends completed (Section 9 comments. Descr	ibe Reported-on Officer's overall potential					
	reviewer series completed (SER to SERVAGITHIISTRATOR.		as appropriate, recommendations for					
45 days	after the period:		promotion, special assignment, and	d command).					
•	OER due to CPC for review	and entry into official record.							
RESTRIC	TIONS:		TIPS FOR EFFECTIVE COMMEN	TS:					
		.							
	all not mention a Reported-on	Officer's:	Be specific.						
(1) First n		ng allusions thereto; (3) Record	Canaisaly describe the performance	on by relating the action observed and its					
appeals;	election for promotion, including	ig aliusions thereto, (3) Record	Concisely describe the performance by relating the action observed and its impact; quantify the action whenever possible and explain why it was						
	ological or medical conditions:		important; avoid empty superlatives. Do not repeat the dimensions.						
` '	l or family status (including pre		important, avoid ompty outportantous. Bo not repeat the dimensione.						
	mance observed outside the r		2. Save space.						
	so shall not:			e use of pronouns; use member's name					
		is on gender, religion, color, race, or	1 377	and semicolons; and avoid excess					
	ckground (applies to both men to any third party by name; or	nber and third parties);	all NOAA communities or are initial	s are effective only if they are common to					
` '	e information which is subject	to a security classification	all NOAA communities of are initial	ny denned in the comments.					
(O) IIIOIda	s information which is subject	to a decarity diagonidation.	3. Be clear.						
			Don't lose the meaning; watch for o	cryptic comments.					
12. Retur	n Address. (Name and addre	ss to which a copy is sent after filing	13. OER Administrator Review:						
	al in the officer's record.)	,,	a. Initials:	b. Date:					
			a. illiudis.	5. Date.					
			PRIVACY ACT STATEMENT						
			I NIVACI ACI STATEMENT						
			This information is requested under	er the authority of 33 U.S.C. to determine					
			·	or job assignment. Submitting this					
			information is mandatory. Failure to	, ,					
			promotion opportunities and job as	signments or lead to disciplinary action.					